

ADVISORY NO. 191

TOPIC: EMPLOYEE RIGHTS AND RESPONSIBILITIES

The Commission has issued its Advisory 96-03 regarding Rule 120.2(e) requiring employers to provide injured workers with a summary of rights and responsibilities. The rule provides that the English and Spanish text prepared by the Texas Workers' Compensation Commission must be used, and that no changes or additional words may be added. This notice may be generated electronically or it may be independently printed by you. However, it must be provided in writing to the employee with the exact same language as reflected in the attached.

Attached is the TWCC advisory, along with their published form. Please note their warning that **FAILURE TO USE THE PUBLISHED FORM WILL CONSTITUTE NON-COMPLIANCE.**

You can begin using this new form now, however, the effective date for using the form is May 1, 1996.